Discover the traits of highly successful people with:

"*FLASH & 5-Key Interview Questions*"

- ## **F**ast-Forward Fit
  - *One of our critical KEY Deliverables is <u>XXX</u>. Can you describe your most comparable past success?* A great 1st round interview question.

- ## **L**eadership
  - *Please share with me your most significant success in leading (or ask about: building, managing, or participating) a team for a major project?* Draw the org chart!

- ## **A**daptability
  - *How would the resources in our environment affect your ability to be successful with us? (Hint: Listen to their questions)* Caution: This is a 2nd or 3rd round interview question.

- ## **S**uccess Without Excuses
  - *Give me an example of when you completed a major project, including the end results?* Who, what, why, how & when?

- ## **H**igh Initiative
  - *Give me an example of where you have demonstrated initiative? (i.e.: solved a problem/ presented a solution without being asked!)* A great 1st round interview question

Avoid the top ten least helpful interview questions listed below. Although "nice to know" these elicit a subjective response. Ask them later - if you feel they were not answered with the "*FLASH & 5-Key Interview Questions*" listed above.

- Can you tell me a little about yourself?
- What are your strengths?
- What are your weaknesses?
- Why do you want to work here?
- Why did you leave your last job?
- Why should I hire you?
- How do you feel about _____?
- Where do you see yourself in 5-10 years?
- How do you feel about working long hours?
- If you were an animal or a tree, what would you be?